

FY 2017-2021 State Plan Goal Areas	Tab 11
<p><u>Background:</u></p> <p>In May of 2015, the Committee of the Whole reviewed the progress made in achieving the goals and objectives in TCDD's FY 201 – F 201 State Plan and approved suggested edits to the plan. The Committee also reviewed the proposed schedule for developing the FY 2017 – F 202 State Plan.</p> <p>Per the schedule, in August the Committee of the Whole will review a list of Strengths, Weaknesses, Opportunities, and Threats (SWOT) related to TCDD as an organization and also staff recommendations for “goal areas” to be considered for development into goals at the November meeting. The SWOT analysis and a list of these goal areas with summaries of the types of objectives and activities they might include are provided behind this tab. Please note, the plan will be required to:</p> <ul style="list-style-type: none"> • Be data-driven strategic plan that incorporates public input • Include measurable goals for advocacy, capacity building, systems change <ul style="list-style-type: none"> ○ Goals must be Specific, Measurable, Attainable, Realistic, and Timely (S.M.A.R.T.) • Include activities that are collaborative in nature, particularly activities conducted in collaboration with our DD Network Partners • Include specific self-advocacy goals • Address the diversity of the state and the needs of groups that are unserved or underserved • Focus on only a few goals <p>In the Committee of the Whole, Planning Coordinator Joanna Cordry will present the information on these documents for Council discussion and guidance. Joanna will also provide information about additional requirements that may be given by the Administration of Intellectual and Developmental Disabilities at the Technical Assistance Institute occurring on July 23, 2015.</p> <p>If you have any questions about this report, please contact Joanna Cordry, Planning Coordinator, at (512) 437-5411 or Joanna.Cordry@tcdd.texas.gov.</p>	
<p><u>Committee of the Whole</u></p> <p><u>Agenda Item 6.</u></p>	<p><u>Expected Action:</u></p> <p>The Committee will receive brief report from staff regarding progress on the State Plan and may make recommendations for amendment to the Council.</p>

Suggested Goal Areas for the FY 2017 – FY 2021 State Plan

Below are general statements that TCDD staff recommend the Council consider as the basis for developing goals for the TCDD State Plan. The Administration on Intellectual and Developmental Disabilities (AIDD), the federal entity that provides funding and oversight to TCDD, strongly suggests that Councils develop no more than 3-4 goals so that we may create a measurable, meaningful impact. Once the Council approves goal areas on which to focus, the next step will be to develop specific goals that are measurable. Planning Coordinator Joanna Cordry will provide additional information about AIDD requirements that will be presented at the national conference and technical institute held July 21 – July 23, 2015.

In developing the following goal areas, staff considered:

- Successful activities and projects;
- Relevant policy issues and Council policy priorities;
- Comments, funding requests, and input heard over the last few years;
- The Council's mission;
- The Developmental Disabilities Assistance and Bill of Rights Act of 2000 (DD Act); and
- Goals, objectives, and activities that are required by our federal agency. This includes:
 - Specific self-advocacy activities (noted below as "required"); and
 - Specific objectives or activities to address disproportionality and disparities related to race, ethnicity, and linguistic differences. This could include all goals.

Following each suggested goal area is a paragraph describing the types of activities that TCDD could implement that would be related to the goal area. These are not meant to be inclusive or to be specific suggestions for activities. They have been provided only to give a more well-rounded idea of the types of things the goal might encompass.

1. People with developmental disabilities receive support to control their own lives and make their own decisions.

This gets at the heart of the Council's mission "To create change so that all people with disabilities are fully included in their communities and exercise control over their own lives."

The types of activities that might be considered for inclusion under a goal written to address this might address such things as promoting alternatives to guardianship; developing activities that are designed, planned, and implemented by self-advocates and/or families; increasing employment options that pay fair wage; working to create policy change that promotes self-determination; developing meaningful daytime activities for individuals with developmental disabilities; addressing cultural differences and disparities experienced by some groups of people.

2. The number of people admitted into institutions decreases each year.

This addresses the purpose of the DD Act, which is to develop and promote community-based services and supports so that people are not admitted into, or remain in, institutions against their will. Current data indicates that two of the major reasons people are admitted into institutions are because they lack community support for behavioral challenges or they do not meet complex health needs.

The types of activities that might be considered under this goal would be to develop a wide range of available supports for people who have behavioral challenges or mental health issues; building the capacity of community health services that meet the needs of individuals with intellectual or developmental disabilities; addressing housing issues; and providing training for individuals, families, and judges to understand the importance of community inclusion.

3. People with developmental disabilities, their families, and their allies effectively influence the development and implementation of policy.

This supports the strong focus on self-advocacy and advocacy that is held by TCDD and AIDD and also is a prominent part of the DD Act. The required self-advocacy activities would be part of this goal area.

The types of activities that would exist under this goal area would include: promoting support for at least one state self-advocacy organization led by individuals with developmental disabilities (required); creating opportunities for individuals with developmental disabilities to provide leadership and advocacy training to other individuals with developmental disabilities (required); supporting people with developmental disabilities to participate in cross-disability, cross-cultural workgroups, boards, and coalitions (required).

Other types of activities might include providing stipends for people with developmental disabilities and family members to attend disability-related conferences; providing training in leadership and advocacy skills; supporting grassroots organizing techniques; reaching out to and including siblings, allies, youth, and people with diverse cultural backgrounds in training.

4. TCDD implements and monitors the plan in a cost effective, responsive, and ethical manner that is responsive to emerging issues.

This objective encompasses public policy, planning and evaluation, grants management, communications, and Council support activities that might not be specifically included in the other goals. It allows TCDD to respond to emergent issues that may result in plan amendments and allows TCDD the option to report successes – especially public policy and communications successes – that may not have been anticipated in planned objectives. It also allows TCDD to easily provide good estimates of the funding spent on staff activities related to the state plan without having to complete time studies to determine how much time is spent on which issue.

Strengths, Weaknesses, Opportunities, Threats (SWOT)

Below are Strengths, Weaknesses, Opportunities, and Threats that apply to TCDD as an organization. Issues related to services, general state-of-state will be addressed after specific goal areas are determined.

Strengths of TCDD

- Relationships with the Developmental Disabilities network partners: Disability Rights Texas; The University of Texas Center for Disability Studies; the Texas A&M Center on Disability and Development
- Active representation of state agencies on the Council
- Access to information and resources available nationally
- Flexibility to choose and fund different strategies
- Ability to partner with a wide range of organizations
- Varied expertise among staff and Council members
- Established leadership and advocacy training efforts
- Existing relationships with state self-advocacy organization and self-advocates
- Strategic communications, including the agency's website, social media channels, and email marketing system

Weaknesses of TCDD ("We need to...")

- Improve ability to measure the impact of efforts
- Attend to or develop the next generation of leaders
- Improve connections to advocates trained through TCDD projects
- Improve understanding of the issues of the whole state, including rural areas, west Texas, and south Texas
- Continue to expand inclusion of non-traditional partners
- Outreach to and fully include people from diverse cultures in planning and activities in order to learn more about, and better address, disparities and disproportionality.
- Increase the number of people with intellectual and developmental disabilities who are at the forefront of TCDD initiatives
- Solicit more input from people with developmental disabilities about what they need to lead more self-determined lives
- Improve accessibility of documents and other materials
- Promote widespread understanding of the value of TCDD's work and the impact it has on the lives of people with disabilities and their families in Texas

Opportunities for TCDD

- Increase outreach via non-traditional partnerships
- Continue to facilitate change by partnering with providers and to influence the roll-out of managed care
- Get input from young adults with disabilities who have been included throughout their life and may have different perspectives
- Take steps to involve more siblings in TCDD activities
- Learn from and build on past successes

- Consider how the reorganization of health and human services agencies will impact Council membership and whether it might provide opportunities to expand partnerships with other agencies
- Make use of existing relationships with policy partners and self-advocates to sponsor regular seminars on public policy issue areas of mutual interest and make these available on the website
- Solicit and consider fresh ideas and perspectives from individuals just now coming into the field

Threats to TCDD

- Aging/retirement of leaders, long time advocates creates loss of institutional knowledge and expertise
- Uncertainty of funding
- Few people prepared to testify on behalf of TCDD and to advocate for TCDD's continued funding
- Competing interests or requests to be involved in a wide range of activities could dilute the impact that TCDD is able to make on priority issues
- Increasing planning and reporting requirements from the Administration on Intellectual and Developmental Disabilities that draw resources away from other activities
- The desire of some families for service models that are in conflict with the purpose of the DD Act